

# The Register



## Solidarity: Stop & Shop, King Kullen & Fairway all negotiating new contracts

See pages 8 & 9



**DO IT THE  
RIGHT WAY...  
DO IT THE  
FAIR WAY**

PAGE 7

**Marc Perrone  
elected new  
UFCW  
International  
President**

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## THE PRESIDENT'S PERSPECTIVE

By Bruce W. Both



# RICHEST 1% TO OWN MORE THAN HALF THE WORLD

Last month I read an alarming story in the news. A recent research study has unveiled that in spite of growing awareness and outrage over the world's economic inequality, the wealthiest 1 percent are still growing at alarming rates. The study found by 2016 the world's wealthiest 1 percent will own more than 50 percent of the world's wealth. This is sobering to write. 50 percent of the world's money will be controlled by 1 percent of the population.

## GLOBAL WEALTH

**48%** owned by richest 1% in 2014

**54%** owned by richest 1% by 2020

**\$1.9 trillion** — wealth of 80 top billionaires  
— equal to bottom 50% of rest of world

**\$600 billion** — increase in wealth for 80 top  
billionaires in 4 years - or 50% rise

**\$750 billion** — drop in wealth for  
the poorest 50% of the world in  
4 years

**80** richest people on the  
planet have the same wealth  
as the poorest 50%  
(3.5 billion people)

Source: Oxfam, Credit Suisse



We've all been aware and living through severe economic inequality for the better part of two decades and nothing has changed. Make no mistake; addressing the problem of income inequality will be the most closely watched strategy for both Democratic and Republican presidential candidates in the 2016 election.

Organized labor is directly correlated with the growth and creation of the middle class. When Unions fight for better wages, working conditions and benefits, our country succeeds. U.S. Secretary of Labor Thomas Perez noted the correlation last month:

"There is a direct link throughout American history between the strength of the middle class and the vitality of the labor movement. When unions are strong, working families thrive, with wages and productivity rising in tandem. But when the percentage of people represented by unions is low, there is downward pressure on wages and the middle class takes it on the chin."

On average, union members make more a week than non-union workers, according to the latest report from the U.S. Bureau of Labor Statistics. The need for organized labor is apparent, fast-food workers and low wage workers have been striking across the country for the last few years demanding collective bargaining rights. However, according to new statistics, fewer and fewer Americans belong to a union. Membership is down across the country. That's no surprise in correlation to the growing income inequality that plagues our nation. There are many variables contributing to why nationwide union membership is low: Corporate funded politicians are pushing right to work laws, and government red tape has made union organizing more difficult than ever.

The more the gap grows between the rich and poor, the more people will seek unions for benefits, pay and power to impact their working conditions. These are norms we all enjoy as union members, and benefits non-union workers hope for.

Another study that was released in January revealed union membership leads to a happier, more satisfied life. The study revealed that men and women belonging to a union were in fact happier with their lives than those who don't belong to a union.

***I'm proud to be your President. Proud to belong to an organization and a movement fighting against corporate greed, fighting for equal rights, fighting for fairness and higher wages. I'm proud to be union.***

## PRESIDENT BOTH MEETS WITH VICE PRESIDENT BIDEN



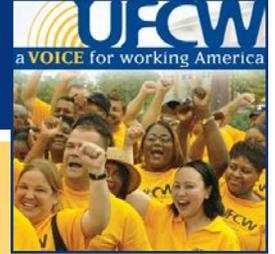
In January, UFCW Local 1500 President Bruce W. Both met with United States Vice President Joe Biden in Washington D.C.. The two spoke about policy, politics and the future of American labor.

***"It's always a pleasure to meet with Vice President Biden," Both said, "He's down to earth and loves hearing about our members. He has a reputation and a proven track record of standing up for workers, immigrants and creating an equal playing field for all Americans."***



# JUST FOR THE RECORD

By Anthony G. Speelman, Secretary-Treasurer @Aspeel1500



# NEGOTIATING FOR THE FUTURE

As I write this, we have been negotiating with Stop & Shop and King Kullen for over of three months. We have signed extensions with both companies that renew the collective bargaining agreements each month. Fairway Market's contract expires at the end of this month. Over half of our 23,000 members are working at these three companies. That's why these negotiations are so important.

At Stop & Shop and King Kullen negotiations, company officials have argued they cannot continue to pay the necessary yearly contribution increases to maintain the members current levels of benefits. This is simply unacceptable. Currently we are still at odds over future contributions to both the Pension and Welfare funds. Having the necessary contributions from your employers is the only way to avoid making more undesirable changes to your Pension Fund or Health Benefits.

Be assured, your Union Trustees have been, and will continue to demand that employers pay the appropriate level of contributions necessary to responsibly maintain your benefit plans. We know what they can and cannot afford. Some of the negotiation tactics and financial claims company officials have made during negotiations are not factual.

A new era at Fairway has begun (see page 7). Jack Murphy has taken over as CEO of the company and it will be our union's first negotiations with his new team. Our Fairway members are growing every year, and they are truly like no other market. However, with a new era beginning at Fairway, our members must mobilize and display solidarity throughout the negotiation process. Early in February the company canceled a negotiation session for no apparent reason, this made me raise an eyebrow that things are going to be much different this time around. My message to Fairway members: This is an opportunity to show your strength to the new management. To prove you are like no other market. To prove that we will protect our benefits.

The collective bargaining tone in our country has changed. More and more governors are targeting labor unions by endorsing "right to work" laws, and blaming union members for state financial shortcomings. Joining the ranks of Republican governors taking aim at the power of labor unions, the new Chief Executive of Illinois, Gov. Bruce Rauner, said that the state should ban some political contributions by public employee unions and allow local "right to work" laws. This is a common trend mounting in our country that we all need to pay close attention to. Even more so, we need to fight back against them to protect our collective bargaining power. Right to work laws simply hand the power we hold and sometimes take for granted back to management. That's why we all need to continue to educate new union members and fight back when management wants givebacks in our collective bargaining agreements.

With the emergence of "right to work" laws and anti-worker legislation, it's almost funny to hear what proponents of anti-worker legislation think about our benefits. Some claim we don't deserve pensions and to plan our retirement. Some that flat out disgust me claim that retail and 'low-wage' workers don't 'deserve' paid sick days. These ideals are what holds our country behind. For instance; The United States, Papua New Guinea and Oman are the only countries in the world that don't guarantee paid sick leave for workers. Currently, nearly 40 million Americans don't have access to paid sick leave, and many are in low-wage and part-time jobs. Less than a third of workers that earn \$19,000 or less per year have access to paid sick leave, compared to more than 80 percent of workers who make \$65,000 or more per year.

I'm proud to negotiate paid sick time for our union, and I don't take this for granted at all. As a young man growing up I can recount many times I had to go into work sick. It wasn't until I began working a union job at Dairy Barn when I was able to receive a benefit of paid sick days. I bring this up as an example of a benefit our union provides that enhances your quality of life. I don't overlook this benefit because I often speak with non-union workers through our Organizing Department. Many things they seek are quality of life issues, such as paid sick days and paid time off. By standing strong, not buying into company propaganda, and standing united, we will defend our benefits and earn industry standard agreements this year.



***I'd like to personally invite you to an Emergency Blood Drive we'll be hosting at our Union Hall on March 24th from 2-8 PM. Donating blood is a community service I hold very close to my heart, if you are free that day and want to contribute, please RSVP by speaking to your Rep. or online at [ufcw1500.org/bd15](http://ufcw1500.org/bd15)***



**UFCW**  
a VOICE for working America  
**LOCAL 1500**

BRUCE W. BOTH, President | ANTHONY G. SPEELMAN, Secretary/Treasurer | RHONDA NELSON, Secretary

December 3, 2014

In accordance with Local 1500's Bylaws, an Audit Committee is selected annually by the Executive Board to examine the Trustee's and Certified Public Accountant reports and submit their findings to the membership.

This year's committee met on Wednesday, December 3, 2014, at the Union's Headquarters, 425 Merrick Avenue, Westbury, NY and submitted the following letter to President Bruce W. Both:

"We the Board of Audit met and reviewed all books and reports covering the year ended December 31, 2013, as prepared and submitted to us by David Fisch & Company, CPA's, P.C., the Union's Certified Public Accountants, and have found them to be in order. We have also examined the Federal Return of Organization Exempt from Income Tax Form 990, and the Labor Organization Annual Report Form LM-2, for the period ended December 31, 2013.

We are pleased to state that the books, reports and records are kept in excellent condition, and we feel that it is incumbent upon us to compliment the Union's administration on its efficient conduct of the Union's operations."

The Audit Committee:  
  
 Stephen Gallagher  
  
 Elinore Hamann  
  
 Robert Schnaars

## AUDIT COMMITTEE

Executive Board Members  
 Elinore Hamann, Steve Gallagher,  
 Robert Schnaars & David Fisch, CPA.

# SAFEWAY, ABERTSONS MERGE, NOW EMPLOY OVER 250,000 UFCW MEMBERS

After nearly a year in the works, it's finally official, Safeway and Albertsons have merged. The terms of the deal will find Cerberus Capital Management-backed Albertsons acquiring all outstanding shares of Safeway, which also includes Kimco Realty Corp., Klaff Realty LP, Lubert-Adler Partners LP and Schottenstein Stores Corp.

UFCW President Marc Perrone released the following statement regarding the merger:

"UFCW members have a history of negotiating union contracts with Safeway, Albertsons and Cerberus Capital Management. Together in their union, these workers have been able to ensure that union grocery jobs are the best jobs in the industry with fair pay, decent benefits, and job security – all the while ensuring that their companies are able to be profitable and successful.



## MERGER STATS:

**STORES:** 2,230 stores, 27 distribution facilities and 19 manufacturing plants.

**BANNERS:** Safeway, Vons, Pavilions, Randalls, Tom Thumb, Carrs, Albertsons, Acme, Jewel-Osco, Lucky, Shaw's, Star Market, Super Saver, United Supermarkets, Market Street and Amigos.

**EMPLOYEES:** 250,000 UFCW represented employees across 34 states and the District of Columbia.

**LEADERSHIP:** Bob Miller, current Albertsons CEO, has also assumed his official new duties as executive chairman of the new company.

**STRUCTURE:** Three regions and 14 retail divisions, supported by corporate offices in Boise, Pleasanton and Phoenix.

**REVENUE:** Estimated over \$60bn.

**NEW COMPANY NAME:** Haggen

"UFCW members in California stores that were divested by Albertsons are pleased to learn that the grocery store chain Haggen will acquire many Albertsons stores in California. Haggen workers in the Pacific Northwest are also members of the UFCW.

UFCW members across the country are looking forward to working with Safeway, Cerberus, and Haggen on issues that pertain to the members and industry. Our members plan to continue to serve their customers and their communities with pride."



The Safeway-Albertsons merger created this Haggen Banner



## JUSTICE FOR ALL

### Huge win for 70 UFCW Local 1500 Members

Pathmark, Staten Island: In late 2014, UFCW Local 1500 filed a grievance against Pathmark, charging the company violated the "Reset Agreement". The negotiated agreement guarantees work for Local 1500 members during aisle resets. It specifically mandates Local 1500 members must be scheduled to assist reset crews in a 2:1 ratio. In this case, Pathmark preformed a storewide reset in September 2014, failing to schedule Local 1500 members and comply with the agreement's terms.

UFCW Local 1500 filed a grievance and won resulting in approximately 70 members receiving five hours pay, and each member receiving an additional five hour shift above their average regular weekly hours worked (for instance if a member averages 16 hour work weeks, they would receive a 21 hour work week). If you notice any issues that could be potential grievances at work, let your Union Representative know asap!

## MARC PERRONE ELECTED UFCW PRESIDENT

Marc Perrone, former UFCW International Secretary-Treasurer who has committed four decades to fighting for working families, was elected International President of the UFCW in December.

Perrone's bold leadership is revitalizing the UFCW's promise: workers can improve their workplaces, communities, and living standards by sticking together in a union and engaging in activism.

At the heart of Marc's philosophy is his fundamental belief that rank-and-file members are the true leaders in the fight for economic justice; and that worker voices must inspire and fuel the work of our union.

When Perrone took office in January, he sent out a message to UFCW members across the nation. "I am so incredibly honored to be your new International President," he told members. "But this election is not about me, it is about the future we must and can build together."

Marc Perrone joined the Retail Clerks—which later became the UFCW—in 1971 while working as a clerk at Weingarten's food store in Pine Bluff, Arkansas. Marc paid his way through college while working, and earned a Bachelor of Arts in Labor Studies. Over the course of his career, he sought additional educational opportunities and continued his education in economics, capital markets, and public policy.

Since that time, he has held various positions within the UFCW, including Region 1 - Eastern Director and National Director of Strategic Programs, Collective Bargaining and Organizing. For the last decade, he has served as International Secretary-Treasurer, keeping the UFCW on sound fiscal footing in a challenging climate.

In his capacity as Secretary-Treasurer, Marc took seriously the knowledge that as our union's financial strength grows, so does our strength at the bargaining table. Under his guidance, the UFCW streamlined finances to transition to a union with a renewed focus on organizing and enabled the UFCW's collective bargaining and political programs to transform the lives of working people. He was also responsible for the stewardship of the pension funds that will enable UFCW members to live out their

retirement years in security and with dignity.

As a leader and member of the UFCW, Perrone has long fought to organize more members, bargain the best contracts possible, and hold irresponsible corporations accountable. His values as a labor leader have been defined by the belief that every worker has the right to a decent living, a reliable schedule, quality affordable health care, and respect on the job.

"The choice we face today is whether we will stand together and build an economy that lifts up all families, or watch as even more workers fall

further behind and struggle to make ends meet," Perrone said. "Cynics may believe that these divisions and inequities are irreversible. I do not. We, as a union, do not. I strongly believe that by uniting together we can give workers across North America the opportunities they deserve."

Perrone has been spending his first few weeks as International President meeting with UFCW members throughout the United States and Canada, and will continue to do so throughout the next few months. As part of this listening tour, Perrone will have one on one conversations, visit worksites, and utilize

digital and social media platforms to engage with union members and hear their thoughts and ideas on how the UFCW can grow even stronger.

"The ideas to build a stronger union do not lie within any one individual," Perrone said. "They lie within all of us. They lie in the collective wisdom and strength of 1.3 million UFCW members who work hard every day to support their families. I want to hear their ideas. I want to hear their vision. I want to hear what we can all do to become an even greater and stronger union for the decades ahead."

"I do not want to pretend this will be easy," Marc added, "it will be hard. It will be challenging. But I know we can do it. No matter the challenges we may face, I will be your ally and champion each and every day."

Perrone succeeds retiring International President Joe Hansen.



## FAREWELL TO JOE HANSEN

### UFCW President Joe Hansen Retires

Joe Hansen started as a meat cutter in Milwaukee, Wisconsin in 1962 and used his experience as a rank and file union activist to help lift up UFCW members and all workers. Hansen was elected International President in 2004 and helped steer the UFCW through a Great Recession, the flood of corporate money into politics, the single greatest legislative attack on labor in history, and the rise of income inequality.

"Even in the face of unprecedented challenges, Joe Hansen never lost sight of our members," UFCW President Marc Perrone said. "His commitment and dedication to the hard-working men and women we represent will never be forgotten."

During his tenure, Hansen increased union density in meatpacking and processing, formed important global labor alliances, and helped lead the labor movement's positions on comprehensive immigration reform. We congratulate former President Hansen, and wish him the best on his retirement!



# BLOOD DRIVE

## MARCH 24, 2015 2-8PM @ UFCW 1500 HQ

TOGETHER WE'VE DONATED OVER 700 PINTS IN THE PAST 3 YEARS, HELPING OVER 1,000 PATIENTS IN NEW YORK



REGISTER ONLINE AT [UFCW1500.ORG/BD15](http://UFCW1500.ORG/BD15) OR CALL 800-522-0456 EXT. 1305

Save the Date

### March General Membership Meeting March 11th at 7pm

UFCW Local 1500's Union Hall  
425 Merrick Ave. Westbury, NY





# FAIRWAY NEGOTIATIONS

## Fairway Members Demand Company to Negotiate the Fair Way

UFCW Local 1500 is gearing Fairway members up for their first labor negotiations under Fairway Market's new CEO, Jack Murphy. "We've had a long history of excellent labor relations with Fairway," said Assistant to the President Rob Newell, "In the past, Fairway has always respected its workers during the negotiation process, and together we've raised the bar to create a contract seen by many as an industry standard," Newell concluded.

Murphy took office in September of 2014 and has pledged new marketing campaigns, lower labor costs, more 'robust growth' and vowed to 'put the swagger back' in Fairway. At February's Contract Proposal Meetings, Fairway members filled rooms in Long Island and Manhattan. "It's important for all Fairway members to stay aware and extremely active in these contract negotiations. We will set the tone for what future collective bargaining agreements look like for a growing company," Newell explained, "We're hopeful that we can reach another excellent agreement that will benefit our members." "We're just making it known to the new management team at Fairway that our members working at Fairway are like no other members," Newell concluded.

The 80-year-old company was founded by the Glickberg family, which was the largest shareholder until 2007, when Sterling Investment Partners took a controlling stake. The private-equity firm made a \$150 million investment. Howard Glickberg, a grandson of the founder, recently retired but remains a member of the Board of Directors.



**OUR CONTRACT:**  
**DO IT THE RIGHT WAY... DO IT THE FAIR WAY**  
 UFCW Local 1500

**NUESTRO CONTRATO:**  
**HACERLO DE LA MANERA CORRECTA... HACERLO DE FAIR WAY**  
 UFCW Local 1500



## At a Glance: Fairway Market

**Number of Stores:** 15 throughout New York City, Long Island, Westchester, New Jersey & Connecticut

**Number of UFCW Local 1500 Members:** 2,300 +

**CEO:** Jack Murphy (2014)

**Years Represented by Local 1500:** Over 30 years

**Contract Expiration:** March 29, 2015

**Plans for Growth:** CEO Jack Murphy said over the next three to five years he believes Fairway can open 15 to 20 stores in the N.Y., N.J., Conn. tri-state area, including more suburban locations, "before we even think about other parts of the country." The Greater Boston area could offer growth opportunities at some point, he added.

Regarding the potential cost impact of the Affordable Care Act, Murphy said, "A lot of companies are lowering people below part-time, but that wasn't the intention of the Act and that's not the intention of how you treat your team members."

# STOP & SHOP & KING KULLEN MEMBERS NEGOTIATIONS FROM LONG IS



SOLIDARITY IN STATEN ISLAND, NY



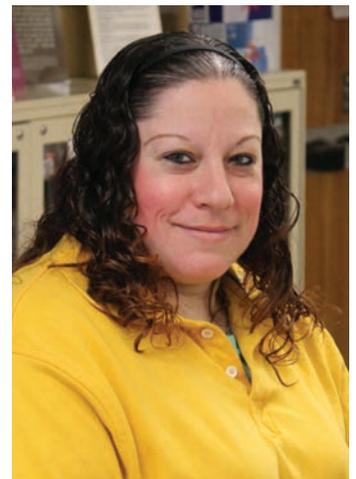
SOLIDARITY ON LONG ISLAND, NY



SOLIDARITY IN QUEENS, NY



SOLIDARITY IN YONKERS, NY



# SHOW SOLIDARITY DURING CONTRACT NEGOTIATIONS ON LONG ISLAND TO UPSTATE NEW YORK



## SOLIDARITY ON LONG ISLAND, NY



## What to do during the negotiation process:

Communication is the a key ingredient to successful contract negotiations. When you combine communications and Solidarity, you have the basis for a successful Union contract to be negotiated.

Please, contact us if you have any questions regarding rumors you may have heard, or on the negotiations!  
800-522-0456 email:  
[info@ufcw1500.org](mailto:info@ufcw1500.org), [www.ufcw1500.org](http://www.ufcw1500.org)

1. Negotiations can be a slow process. Please be patient if updates aren't posted as frequently as you'd like.
2. Encourage fellow members to sign up for contract updates on our website and attend all update meetings.
3. You will hear many rumors about the contract. Some will be spread by the company, do not pass judgment until you, yourself, have read the tentative agreement.
4. Stay informed, speak with your Shop Steward and Negotiating Committee Members.
5. Communicate with your Union Representative if you have any questions or comments.
6. Follow us on Facebook.com/ufcw1500 and Twitter @ufcw1500 for up to minute updates.
7. Sign up for Text Alerts at [ufcw1500.org](http://ufcw1500.org)

Stay up to date on all contract negotiations by heading to [ufcw1500.org/contracts](http://ufcw1500.org/contracts) and signing up for email updates

# Membership has its privileges

MOBILIZING  
YOUR  
WORLD™



Because you are a part of: **UFCW LOCAL 1500**

you could be saving up to 15% on the monthly service charge of qualified wireless plans

At AT&T, we are the one and only national unionized wireless provider, with 45,000 of our employees represented by the Communications Workers of America.

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- Share data on up to 10 devices and save with AT&T Mobile Share<sup>SM</sup> Value Plans.\*\*



To purchase online, visit

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<sup>1</sup> Wi-Fi enabled devices required. Access includes Wi-Fi Basic. Other restrictions apply. See [attwifi.com](http://attwifi.com) for details and locations.

\*\* AT&T Mobile Share Value Plans (with Unlimited Domestic Talk and Text) Smartphone required. Up to ten (10) devices per plan. Additional monthly charge per device. Unlimited talk and text for phones only. If you are using a shared data plan without a Smartphone(s) on the account or you do not have all required elements of the plan, AT&T reserves the right to place the non-complying device(s) on an appropriate plan(s). If you exceed the amount of data in your plan during your billing period, an additional 1GB is automatically provided as specified in your rate plan. Overage charges are billed to the primary line. All data allowances, including overages, must be used in the billing period in which the allowance is provided or they will be forfeited. Authorized users on the account may temporarily suspend data access for each device using the Shared Data Plan. Data access will be restored at the beginning of the next billing cycle. Monthly charges, however, will continue to apply. Tethering and mobile hot spot use is permitted with up to five (5) simultaneous devices. Access to corporate email, intranet and apps available for \$15/mo. per device. Additional monthly charge per device not eligible for discounts. Domestic use only. Activation fee may apply. Additional deposits and other restrictions may apply.

<sup>§</sup> Mobile broadband not available in all areas.

\*\* AT&T Mobile Share Value Plans (with Unlimited Domestic Talk and Text) Smartphone required. Up to ten (10) devices per plan. Additional monthly charge per device. Unlimited talk and text for phones only. If you are using a shared data plan without a Smartphone(s) on the account or you do not have all required elements of the plan, AT&T reserves the right to place the non-complying device(s) on an appropriate plan(s). If you exceed the amount of data in your plan during your billing period, an additional 1GB is automatically provided as specified in your rate plan. Overage charges are billed to the primary line. All data allowances, including overages, must be used in the billing period in which the allowance is provided or they will be forfeited. Authorized users on the account may temporarily suspend data access for each device using the Shared Data Plan. Data access will

# Local 1500 Member Profiles: Barbara Balos

By Joe Maniscalco  
LaborPress.com

Mineola, NY - In her 25 years with UFCW Local 1500, Barbara Balos, 48, has helped run several major chain supermarkets throughout the city. For the last several years, the Long Island mom has been the non-foods manager at a bustling Bronx

Pathmark, overseeing ordering, deliveries and more. Balos has a knack for getting things done - and that steady determination has not only helped her employers succeed, it's also helped win better conditions for co-workers; raise a ton of money for numerous charitable organizations, and even change the way New York State protects its children.



"I have been a shop steward for Local 1500 for about 8 years, and have many wonderful opportunities with the union," Balos says.

Many times, Balos is called upon to help correct unsafe working conditions like an overflowed grease pit or wonky loading dock - the kinds of things that could land an unlucky employee in the hospital.

Lately, however, Balos' problem-solving skills have been tested trying to help co-workers reclaim lost hours guaranteed under their union contract, and securing new apartments for hard-pressed employees who've been reduced to part-time status as an unintended consequence of the Affordable Healthcare Act, and no longer able to make the rent.

One co-worker was forced to flee an abusive home environment and actually ended up on the street, while another had his Brooklyn apartment sold beneath his feet.

"Believe it or not, it happens a lot," Balos says. "Unfortunately, a lot of the people I work with are part-timers. They're getting 16-hours a week, and it's tough to make ends meet. With the Obama care law, we've had problems with part-timers not getting enough hours, because they can't go over that 30-hour threshold, so a lot of times, management will cut back on hours. But we help out our own."

Over the course her union career, Balos has repeatedly met with members of the New York City Council, to make sure they understand just how important labor unions continue to be for workers like her.

"People are afraid to talk to management and stand up for their rights, or even to ask



a question," says Balos. "Many times, management will try to get away with things they shouldn't."

Just this past Christmas, Balos says the nicest present she received was a phone call from an older co-worker who faced the very real possibility of losing his job after arbitrarily being reassigned to a position he was not well-suited.

"I became a shop steward because I truly enjoy helping people and consider the other members as my family," Balos says. "We rally around each other."

Balos initially became politically active about 11 years ago, following a devastating incident which compelled her to try and convince the New York State Legislature to toughen the laws concerning convicted sex offenders.

"At the time, anyone who was a level 2 or 3 sex offender got off their probation period, and were off the sex offense registry," Balos says. "There was talk from some senators about passing a bill to keep those offenders on the registry for life. So, I wrote to my local senator, told my story, and got a few thousand petitions signed to change the law."

Not long after that, the Local 1500 shop steward was shocked to learn that her moving appeal would be heard on the floor of the New York State Senate.

"It was a great honor to help out," Balos said. "We won that battle and got the laws changed. It was wonderful to know that I was a part of that."

Balos continues to be passionate about activism, especially union activism.

"I think people are trying to cut corners and cut costs," Balos says. "But our union can be tough. And management, no matter where they are, doesn't want that."

For the last few years, Balos' daughter has been working at a non-union shop while attending college. For the Balos household, the enduring importance of organized labor is not some abstract ideological question to batted around endlessly by elites. Its efficacy is demonstrated daily in real life.

"When [my daughter] first started there, literally ever day, she should would come home saying, 'I'm going to get fired. My boss is going to fire me because I asked for this day off. He just fired another person for no reason,'" Balos says. "There have been a lot of things that she goes through where I tell her - if you were union, that would not happen."





# HEALTHCARE CORNER



## Annual Out-of-Pocket Maximum Separated for Covered Medical Expenses and Covered Prescription Expenses for 2015

The Affordable Care Act requires that 2015 Out-of-Pocket Maximums take into account covered prescription expenses. Out-of-Pocket Maximums for Local 1500 Welfare Fund plans are now tracked separately for prescription and medical expenses. There is no crossover between the two annual maximums. Covered prescription expenses accumulate under the prescription out of pocket maximum and covered medical expenses accumulate under the medical out of pocket maximum. Plan specific information is outlined to the right.



Full Time Plan	In-Network	Out-of-Network
<b>Deductible</b>	\$150 individual/\$300 Family	\$500 Individual/\$1,000 Family
<b>Co-insurance</b> Paid by Fund: Paid by Patient:	80% of In-Network Fee 20% of In-Network Fee	70% of Usual & Customary Rate* 30% of Usual & Customary Rate
<b>Out-of-Pocket Maximum</b> - there are separate maximums for medical expenses and prescription (Rx) expenses.	Individ: Medical \$1,100/Rx \$400 Family: Medical \$2,200/Rx \$800	Individ: Medical \$2,900/Rx \$1,100 Family: Medical \$5,900/Rx \$2,100

Special PT Plan	In-Network	Out-of-Network
<b>Deductible</b>	\$300	\$750
<b>Co-insurance</b> Paid by Fund: Paid by Patient:	70% of In-Network Fee 30% of In-Network Fee	60% of Usual & Customary Rate* 40% of Usual & Customary Rate
<b>Out-of-Pocket Maximum</b> - there are separate maximums for medical expenses and prescription (Rx) expenses.	Medical \$5,600/Rx \$1,000	Medical \$5,600/Rx \$1,000

PT ACA Plan	In-Network Benefits Only	
<b>Deductible</b>	\$5,600	
<b>Out-of-Pocket Maximum</b> - there are separate maximums for medical expenses and prescription (Rx) expenses.	Medical \$5,600/Rx \$1,000	

\$400 First dollar hospital and medical coverage. 100% coverage up to In-Network Fee after satisfaction of deductible.

The Usual & Customary Rate is the standard rate for a specific service in a defined geographic area.

## OVER 80 MILLION BLUECROSS/ANTHEM RECORDS HACKED

This is an urgent message from our health provider, Blue Cross/Anthem, which as you may already know, fell victim to hackers earlier this week. A possible 80 million sensitive customer records were breached by hackers.

**New York residents who may have been impacted by the cyber attack against Anthem, should be aware of scam emails campaigns targeting current and former Empire BlueCross BlueShield and Empire BlueCross members.**

These scams, designed to capture personal information (known as "phishing") are designed to appear as if they are from Anthem, (Empire's parent company), and the emails include a "click here" link for credit monitoring. **These emails are NOT from Anthem or Empire.**

- **DO NOT** click on any links in email.
- **DO NOT** reply to the email or reach out to the senders in any way.
- **DO NOT** supply any information on the website that may open, if you have clicked on a link in the email.
- **DO NOT** open any attachments that arrive with email.

Empire also is NOT calling members regarding the cyber attack and is not asking for credit card information or social security numbers over the phone.

This outreach is from scam artists who

are trying to trick consumers into sharing personal data. There is no indication that the scam email campaigns are being conducted by those that committed the cyber attack, or that the information accessed in the attack is being used by the scammers.

**Empire will contact current and former members via mail delivered by the U.S. Postal Service about the cyber attack with specific information on how to enroll in credit monitoring. Affected members will receive free credit monitoring and ID protection services.**

For more guidance on recognizing scam email, please visit the FTC Website: <http://www.consumer.ftc.gov/articles/0003-phishing>. Additional information about the cyber attack against Anthem is available at [www.AnthemFacts.com](http://www.AnthemFacts.com).

If you have ANY concerns or questions, contact your Union Representative (800-522-0456) as soon as possible. We have also established a website that will be frequently updated with new information regarding the Anthem hack, visit: <http://www.ufcw1500.org/anthemhack>.

**Hacking Precautions**

- ✓ How you're affected
- ✓ How to prevent phishing



## NEW PENSION LAW

There has been much publicity about the pension bill which was recently passed by Congress. Local 1500 Pension Fund participants have understandably raised concerns about whether the new law will have any effect on their plan. The union has reached out to counsel who has provided the following information:

The most important provisions of the new law permit Trustees of plans which are in what the law calls "critical and declining status" to reduce certain benefits, including benefits in pay status. Counsel notes that the Local 1500 Pension Plan is not classified in "critical status," let alone "critical and declining status," under the law. Accordingly the new benefit reduction rules do not apply to the Local 1500 Pension Plan at this time.

The new law makes the Green Zone/Yellow Zone/Red Zone provisions of the Pension Protection Act of 2006, which had been set to expire at the end of 2014 permanent. Counsel notes that this means that the rules presently governing the Local 1500 Pension Plan remain in place with certain technical corrections.

The premium which all multi-employer pension plans are required to pay to the Pension Benefit Guaranty Corporation is doubled.

Fund Council also noted that the law is very new and that the full effect of its provisions cannot be known yet, but it does not appear to have any significant impact on the Local 1500 Pension Plan at this time. Fund Counsel further noted that the Trustees of the Local 1500 Pension Plan are working diligently to make sure that the plan continues to meet its benefit obligations.

## PETITION DELIVERED TO WALMART HEIRESS ALICE WALTON'S APARTMENT

UFCW Local 1500 Members and Organizers joined unions, activists and community groups to deliver a petition to Walmart heiress, Alice Walton's apartment. The petition demands that Walmart managers be held accountable for their illegal firing and intimidation of workers who speak out against the company's horrible workplace practices -- specifically workers who were fired after attending last October's Low-Wage Rage protest. Walmart publicly says it won't target workers who stand up, yet Walmart managers keep disciplining and firing workers who speak out against the company and attempt to unionize.



Walmart Free NYC is a coalition of concerned workers and residents, small business owners, community leaders, clergy, and elected officials who are committed to increasing economic opportunities, preserving local businesses, and bringing more and better jobs to communities across New York. For more information on attending and supporting Walmart Free NYC contact us at [info@ufcw1500.org](mailto:info@ufcw1500.org).



### Regional Director's column

By Christina Hajagos-Clausen

## IMPROVING RETAIL JOBS IS CRUCIAL TO NARROWING THE WEALTH GAP

The retail industry is an important employer of minorities and women and one of the fastest growing sectors in the country. However, too many retail workers are struggling to survive in low-wage, part-time jobs with unpredictable schedules and no paid sick leave—obstacles that hamper their ability to juggle competing life demands and prevent them from climbing up the economic ladder.

Over the past few years, Local 1500 has supported worker-led campaigns, such as OUR Walmart, to improve wages, hours and benefits in the retail sector and these issues are now part of the national conversation. Elected officials have taken notice, and last year, former Representative George Miller (D-Calif.) and Representative Rosa DeLauro (D-Conn.) introduced legislation that would ensure that all workers have the rights that Local 1500 has fought for and won for our members for decades. The Schedules That Work Act (H.R. 5159) includes a presumption that retail workers who need a schedule change due to child care, school, a second job, or medical needs will

receive that change unless there is a bona fide business reason not to. The legislation would also provide retail workers advance notice of their schedules and guaranteed minimum pay when they are sent home from work before completing their entire shift.

Local 1500 also supports the Healthy Families Act (H.R. 1286), legislation introduced by Representative Rosa DeLauro (D-Conn.) and former Senator Tom Harkin (D-Iowa), which would allow workers in businesses with 15 or more employees to earn up to seven job-protected paid sick leave days each year.

No worker should have to face the choice of losing more hours or even their job because of scheduling conflicts or health problems. Local 1500 urges Congress to swiftly pass the Schedules That Work Act and the Healthy Families Act to improve scheduling and sick leave in the retail sector and provide retail workers with a pathway to a better life.

# Local 1500

## In Memoriam

Local 1500 mourns the passing of the following members. To their families and friends, we extend our deepest sympathy. May they rest in peace.

- |                         |                      |
|-------------------------|----------------------|
| Ackerly, James          | Johnson, Elaine I.   |
| Albamonte, Anthony      | Kalwiss, Jean        |
| Barry, Sally M.         | Kiernan, William     |
| Belezos, Franklin       | Koran, Stella        |
| Bell, Richard           | Krajeski, Anthony    |
| Benion, Clarence E.     | Larkin, Thomas F.    |
| Bingell, Susan L.       | Lettieri, John       |
| Boone, Edna H.          | Lyall, Wallace       |
| Borgs, Elizabeth        | Maher, Mary          |
| Borodich, John          | Marino, Patricia     |
| Bower, Sue C.           | McCauley, Joyce      |
| Bracken, Helene         | Pisani, April        |
| Brown, Richard J.       | Repoli, Saverio      |
| Cacace, Nicola          | Rosenbaum, Regina M. |
| Calderise, Joseph       | Shala, Gazmend       |
| Campanile, Mitchell     | Sherman, Michael R.  |
| Cipolla, Mary           | Sparling, Raymond J. |
| Claudio, Louis A.       | Steger, Marga        |
| DeGregorio, Rosario P.  | Suazo, Edgardo       |
| Diggs, Terry O.         | Sulker, Mark A.      |
| Every, Richard          | Sweeney, John        |
| Ferrara, Nicholas       | Thompson, Jamel A.   |
| Gaska, George A.        | Voges, Martha A.     |
| Gilmartin, Elizabeth M. | Walsh, Louise        |
| Greene, Constance M.    | Wanser, Evelyn       |
| Gutierrez, Adoracion G. | Wetjen, Irene        |
| Icholnyk, Joanne W.     | Yancone, Peter F.    |
| Indelicato, Frank       |                      |

## MAKING CHANGE AT WALMART our community. our future.

**Some people said Walmart would never change. Last month proved differently.** When Walmart workers and our communities stand together, we spark change – even at the country's largest employer!

Thanks to ongoing pressure from workers, Walmart announced that the company will be raising its minimum pay for workers to \$9 an hour in April and \$10 an hour by Feb. 1, 2016. This means that by standing together, workers just won a raise for half a million people!



This proves what we can all achieve by sticking together and demanding more from our employers.

Regarding the raise, President Both released this statement: *"This announcement confirms the unmatched power workers hold when they band together to demand respect from their employer. Walmart workers have been relentless, fighting for decades for respect and better working conditions. However, we have heard many empty promises from Walmart, and today, there are real questions about whether the company is really committed to improving jobs or simply seeking to quiet the concerns of OUR Walmart members, investors, shoppers and taxpayers. We don't know what this means for our hours – as more and more workers report that they are not getting the hours they want and need. The truth is that this raise, especially without any guarantee of hours, is a promise that falls short of what we need to feed our families."*

## Prescription Drug Exclusions



We advise all members that the Trustees have specifically indicated that any drugs purchased in the following stores will **NOT** be reimbursed under the Local 1500 Welfare Fund Prescription Plan under any conditions:



- K-MART, C.V.S., WALMART, SAM'S, PRICE CHOPPER, COSTCO, BJ'S, (SAVON DRUGS, SUPER X & BROOKS DRUGS), WALGREENS, TARGET & HANNAFORD.



## PAPA JOHN'S ORDERED TO PAY ALMOST \$800,000 IN WAGE THEFT CASE

The judgment is the latest victory against a fast food company for wage theft and another step in holding corporate owners legally liable for illegal acts of their franchise owners. Papa John's/ Youtube

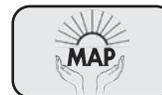
A Papa John's pizza franchise in New York must pay its workers nearly \$800,000 in unpaid wages over allegations the business underpaid employees and failed to pay overtime, a state judge ruled last month.

## Don't Suspend Yourself!

**Under provisions of the UFCW International Constitution, "Any member two calendar months in arrears for dues or other financial obligations to the Local Union shall stand suspended if same are not paid on or before the first day of the third month.**

**The responsibility for maintaining membership in good standing rests with the member suspension, therefore, when it occurs, is the voluntary act of the member involved."**

## Member Assistance Program (MAP)



### Long Island Council on Alcohol and Drug Dependency

Counseling for Local 1500 Members on all substance abuse, gambling and other personal problems:

**Nassau Office**  
114 Old Country Rd, Ste. 114  
Mineola, NY 11501  
516-747-2606

[www.licadd.org](http://www.licadd.org)  
[recover@licadd.org](mailto:recover@licadd.org)

**Suffolk Offices**  
2805 Veterans Hwy, Ste. 26  
Ronkonkoma, NY 11779  
631-979-1700

877 East Main Street, Ste 107  
Riverhead, NY 11901  
631-979-1700

# Bulletin Board



## All Long Islanders\* Can Bank With TFCU!

### Low Rates

- New/Used Auto Loans & Leases
- Mortgages
- Home Equity
- VISA® Credit Cards

### Easy Access

- Free Checking
- Free Online & Mobile Banking
- Free Bill Payer
- Worldwide ATMs

### The BALANCE Financial Fitness Program

FREE Money Management counseling/credit report reviews.

Call 631-698-7000, ext. 6780  
or visit [www.TeachersFCU.org](http://www.TeachersFCU.org)



\*Subject to membership eligibility.



## MOVING? KEEP THE FUND OFFICE INFORMED OF YOUR NEW ADDRESS

It is very important that you tell the Fund Office when your address and/or telephone information changes. Often, the Fund Office sends out important information about your benefits, coverage change notices, Plan booklets, and even the Register. If we don't have the correct information, we may not reach you and that may affect your benefits.

If you are planning to move (even temporarily), or have recently moved, let the Fund Office know your new address and telephone number by calling (800) 522-0456. Remember, telling the Union or your employer is not the same as telling the Fund Office. Tell us where you live so we can send you important information regarding your benefits, claims, changes, etc.

## THANK YOU FOR SHOPPING UNION STORES

- You help preserve your jobs when you shop union
- Union jobs contribute to the communities tax base

*CONTINUE TO SHOP UNION STORES IN YOUR COMMUNITY WHERE UNION WORKERS HAVE DECENT WAGES, BENEFITS AND WORKING CONDITIONS*

### SHOP THESE UNION STORES

PATHMARK STORES • KING KULLEN GROCERY COMPANY, INC  
KING'S SUPERMARKET • SHOP-RITE • STOP & SHOP SUPERMARKETS  
KEY FOOD: MAN-DELL FOOD STORES • PICK QUICK FOODS  
DAN'S SUPREME • SCATURRO SUPERMARKETS • GRISTEDES  
FAIRWAY MARKETS • D'AGOSTINO SUPERMARKETS  
WILD BY NATURE HEALTH FOODS SUPERMARKET

**SHOP UNION – SAVE JOBS**

## LOCAL 1500 RETIREES

The officers of UFCW Local 1500 extend their warmest congratulations to these new Retirees and urge them to join the Union's Retiree Club. Contact the Club through the Union office. Call 516-214-1300 or 1-800-522-0456, and ask for Leonora Cioffalo, Ext. 1330 or Ronnie Survilla, ext. 1333.

Atkins, Jayne  
Barry, Mary M.  
Benvenuto, Phyllis R.  
Bourne, Dennis E.  
Bracco, Alfonso  
Buckley, John F.  
Carpenter, Virginia P.  
Cavanaugh, John  
Clarke, Arthur B.  
Colasanti, Patricia J.  
Correa, Ignacio  
Crane, Lynn  
Cumberbatch, Velda  
Curcio, Salvatore J.  
Dinome, Seri  
Dogra, Rekka  
Farrell, Brian  
Feld, Aracelys  
Fernandez, Jean A.  
Francis, Herman M.  
Fuller, Judy A.  
Gardner, Edmundo A.  
Hoffman, Glenn  
James, Joan D.

Keyser, Hilda  
Levalley, Lois A.  
Maldonado, Francisco  
Marone, Richard J.  
Matullo, Robert S.  
McCaffrey, Wesley N.  
McWade, Christopher J.  
Miller, Kathleen D.  
Niehr, Gilberg  
Orfanos, Magdalini  
Palmiero, Bonnie  
Parrish, Julian  
Pintavalle, Richard J.  
Rodriguez, Edwardo R.  
Rodriguez, Julio A.  
Schmidt, Joseph  
Serrano, Aladina M.  
St. Laurent, Robert  
Torres, Ruben T.  
Torres-Cruz, Alfredo  
Tan, Rita L.  
Trombino, Steven M.  
Wolper, Arnold

## NEED A WITHDRAWAL CARD?

Send an email to [wcards@ufcw1500.org](mailto:wcards@ufcw1500.org) with the following content in the email:

- Name
- Store Number
- Company
- Last Day Worked

For further questions on withdrawal cards, please contact your union representative. You can also send a letter requesting a withdrawal card to:

**UFCW Local 1500 Attn: Carol Borcharding  
425 Merrick Avenue, Westbury, NY, 11590**

## DON'T SHOP THESE NON-UNION STORES

COMPARE FOODS • BJ'S WHOLESALE CLUB  
WALMART STORES • SAM'S WAREHOUSE CLUB • K-MART • TARGET  
GARDEN OF EDEN • PRICE CHOPPER • WHOLE FOODS  
C.V.S. DRUG STORES • STEW LEONARD'S • TRADER JOES  
WALGREEN'S • COSTCO WHOLESALE CLUB • HANNAFORD BROTHERS  
BEST YET • BROOKS • ALDI • MRS. GREEN'S NATURAL MARKET  
AMISH MARKET • THE FRESH MARKET • SAVERS

**SHOP UNION – SAVE JOBS**

## GENERAL MEMBERSHIP MEETINGS



Wednesday, March 11, 2015  
 Wednesday, June 10, 2015  
 Wednesday, September 9, 2015  
 Wednesday, December 9, 2015

**ALL MEETINGS START AT 7:00 P.M.**

UFCW LOCAL 1500 UNION HALL  
 425 MERRICK AVENUE, WESTBURY, NY 11590

**Prizes Will Be Awarded!**

# BLOOD DRIVE



Free Raffle for Donors:  
 10 Pairs of  
 Mets Tickets

**MARCH 24, 2015**

**2-8 PM**

**425 MERRICK AVE. WESTBURY NY**

RSVP NECESSARY: 516.214.1305

INFO@UFCW1500.ORG



## OFFICE HOURS & PHONES

516-214-1300 • 800-522-0456

General Office Hours, Pension & Welfare & Legal Services  
 Monday thru Friday 8:30 a.m. - 4:30 p.m.

**www.UFCW1500.ORG**

**INFO@UFCW1500.ORG**

### WHOM TO CALL:

Do you have a question about Blue Cross?

Or a problem with Group Life?

Or about any other benefit or membership service?

For a quick and accurate answer, phone the Union – 516-214-1300 or the toll-free number, 800-522-0456 – and ask for the office staff member listed next to the subject of your inquiry. They will be glad to help you.

Local 1500 has voice mail to better serve the membership. Members can call Local 1500 regarding any matter 24 hours a day.

To access the voice mail, a member can call Local 1500 at 516-214-1300 or 800-522-0456, then press 1, followed by the four digit extension number of the person with whom you wish to leave a message. Voice mail can only be accessed from a touch tone phone. You may also email the union at info@ufcw1500.org for any questions or concerns you may have.

### DUES REFUND

Ejay Martin, Ext. 1328

### WITHDRAWAL CARDS

Carol Borcharding, Ext. 1329

### PENSION

Leonora Cioffalo, Ext. 1330

Ronnie Survilla, Ext. 1333

### MEDICAL-DISABILITY-VISION

Sheila Hobson-Jones, Ext. 1335

Zaida Rodriguez, Ext. 1336

Michelle Sefcik, Ext. 1337

### MEMBERSHIP APPLICATION

Linda Campisi, Ext. 1325

### SCHOLARSHIP

Gloria Benton-Williams, Ext. 1306

Ejay Martin, Ext. 1328

### WELFARE FUND BENEFITS

Associated Administrators, LLC 855-266-1500

### HEALTH & WELFARE MEDICAL FORMS

516-214-1300 or 800-522-0456

Exts. 1334, 1335, 1336 & 1337

### LEGAL SERVICES

Direct Line: 516-214-1310 or

800-522-0456 Ext. 1310 for Norberta Volmar

*You cannot leave a message for a Union Representative by dialing the direct number for Medical or Legal Services.*

### EXECUTIVES

1303 Nelson, Rhonda – Recorder

1304 Newell, Robert – Assistant to the President/VP

1318 Quiñones, Theresa – Vice President/Field Director

1322 Aly Waddy – Director of Organizing

### UNION REPRESENTATIVES

1311 Aponte, Teresa

1362 Sexton, Brendan\*

1360 Castelli, Joe

1339 Shiels, Lynn

1353 Ecker, Robert

1371 Solivan, Vilmarie

1343 Mausser, Jeff

1317 Vargas, Anselmo

1356 Pasquale, Greg

1349 Waddy, Joe

1369 Santarpia, Paul

1357 Woods, John

1340 Scorzelli, Jay

*\*Political Coordinator*

### ORGANIZING

1361 Hernandez, Rafael

1345 Organizing Hotline

1355 Political Hotline

### SPURS

1315 Garcia, Gerardo

1358 Mauleon, Rafael

### NEW MEDIA & RESEARCH

1354 Fedele, Joe – Director



Anthony G. Speelman said it:

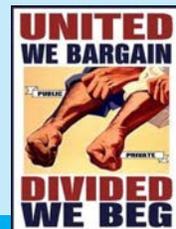


The threat of a union has meant better scholarships, health coverage for many NCAA football players #CFPChampionship nytimes.com/2015/01/13/spo...

Follow your Secretary-Treasurer on Twitter @Aspeel1500

United We Bargain Divided We Beg #1u #RaiseTheWage #EqualPay #UFCW

Follow your Union on Twitter @UFCW1500



You can also find us on Facebook.com/ufcw1500



Any suggestions or comments for the Register? Send us your feedback to jfedele@ufcw1500.org